

Warren County Board of Supervisors

RESOLUTION NO. 329 OF 2015

Resolution introduced by Supervisors Taylor, Kenny, Sokol, Merlino, Dickinson, Girard, Vanselow, Wood and Simpson

RATIFYING THE ACTIONS OF THE CHAIRMAN OF THE BOARD OF SUPERVISORS IN EXECUTING A MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF WARREN AND THE WARREN COUNTY POLICE BENEVOLENT ASSOCIATION (“PBA”), AND AUTHORIZING A NEW COLLECTIVE BARGAINING AGREEMENT BETWEEN WARREN COUNTY AND WARREN COUNTY POLICE BENEVOLENT ASSOCIATION FOR A TERM COMMENCING JANUARY 1, 2014 THROUGH DECEMBER 31, 2017

WHEREAS, the terms and conditions of a new Collective Bargaining Agreement have been the subject of an Interest Arbitration between the PBA and Warren County, and

WHEREAS, the parties have reached an agreement to resolve the Interest Arbitration, the terms and conditions of which are set forth in a Memorandum of Agreement, which has been executed by Kevin B. Geraghty, Chairman of the Warren County Board of Supervisors and Douglas David, President of the PBA, a copy of which Memorandum of Agreement is annexed to this resolution, and

WHEREAS, the Memorandum of Agreement is subject to ratification by the Warren County Board of Supervisors, now, therefore, be it

RESOLVED, that the Warren County Board of Supervisors hereby ratifies and approves the Memorandum of Agreement, and be it further

RESOLVED, that the Warren County Board of Supervisors authorizes the preparation and execution of a new Collective Bargaining Agreement between Warren County and the PBA for a term to commence January 1, 2014 and to terminate December 31, 2017, and to incorporate all of the terms and conditions set forth in the Memorandum of Agreement, and be it further

RESOLVED, that the Chairman of the Board of Supervisors and the Warren County Sheriff be, and hereby are authorized to execute a new Collective Bargaining Agreement for a term to commence January 1, 2014 and to terminate on December 31, 2017, which incorporates the terms and conditions set forth in the Memorandum of Agreement, and in a form approved by the County Attorney.

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made on June 1~~2~~, 2015 by and between the COUNTY OF WARREN (“County”) and the WARREN COUNTY POLICE BENEVOLENT ASSOCIATION (“PBA”) as follows:

1. Wages - The following wage adjustments shall be made:

2014 - Effective January 1, 2014, a 2.5% increase to salary schedule. Retroactive pay will be paid to current employees as of the date of the signing of the Collective Bargaining Agreement and any employee that retired, including a disability retirement, from January 1, 2014 to the date of the signing of the Collective Bargaining Agreement.

2015 - Effective January 1, 2015, a 2.5 % increase to salary schedule. Retroactive pay will be paid to current employees as of the date of the signing of the Collective Bargaining Agreement and any employee that retired, including a disability retirement, from January 1, 2015 to the date of the signing of the Collective Bargaining Agreement.

2016 - Effective January 1, 2016, a 2.5% increase to salary schedule.

2017 - Effective January 1, 2017, a 3% increase to salary schedule.

2. One Time Payment - Within thirty (30) days after the signing of the Collective Bargaining Agreement, the County will pay each employee employed by the County on the date of the signing of the Collective Bargaining Agreement a one-time lump sum payment of \$400 as compensation with the applicable deductions to be withheld from such payment. The one-time lump sum payment will not be added to the employee’s base salary, nor included in the calculation of any overtime.

3. Differentials - The following shall be the differentials for Patrol Sergeant and

Investigator:

<u>Date</u>	<u>Patrol Sergeant</u>	<u>Investigator</u>
1/1/15	\$7,164	\$5,500
1/1/16	\$7,200	\$5,800
1/1/17	\$7,200	\$6,200

4. Vacation - Effective January 1, 2016, the following shall be the vacation schedule for employees:

<u>Completed Years of Service</u>	<u>8 Hr. Shifts</u>	<u>12 Hr. Shifts</u>
2 years	10 work days	6 work days
5 years	15 work days	10 work days
7 years	18 work days	12 work days
10 years	23 work days	16 work days

Also, effective January 1, 2016, in Section 8(b), "21 working days" shall be increased to "24 working days."

5. Health Insurance - Commencing December 31, 2015, and thereafter, incumbent employees will contribute 13% of the health insurance premium.

Commencing July 1, 2015, the County shall offer health insurance to new employees of the bargaining unit commencing on the first day of the month immediately following full time employment with the County, on an individual, 2 person, or family coverage basis (depending upon the qualifications and election of the employee) provided that the employee contributes 20% of the health insurance premium by payroll deduction.

Effective July 1, 2015, there shall no longer be any County reimbursement of co-pays to employees.

6. Collective Bargaining Agreement - All other current provisions of the parties' Collective Bargaining Agreement not modified by the prior interest arbitration award and this Memorandum of Agreement will remain in full force and effect.

7. Ratification - This Memorandum of Agreement is subject to ratification by the PBA Bargaining Unit and the Warren County Board of Supervisors.

WARREN COUNTY

BY: W. B. M. J. J.

WARREN COUNTY POLICE BENEVOLENT
ASSOCIATION

BY: Douglas Daniel